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**STATE OF INDIANA**  
**EXECUTIVE DEPARTMENT**  
**INDIANAPOLIS**

**EXECUTIVE ORDER: 17-17**

**FOR: CREATION OF THE POSITION OF "SECRETARY OF CAREER CONNECTIONS AND TALENT"**

TO ALL WHOM THESE PRESENTS MAY COME, GREETINGS.

**WHEREAS**, the State of Indiana has cultivated a strong and diverse economy to ensure that our State encourages new companies to originate here and also to encourage existing companies to reinvest, grow and innovate in Indiana;

**WHEREAS**, the economic success of our State is instrumental to creating and sustaining a quality of life that Hoosiers expect and deserve;

**WHEREAS**, to promote continued economic investment and growth, Indiana needs a vibrant and talented workforce;

**WHEREAS**, in recent years, Indiana has achieved historically low unemployment rates which has resulted in some companies struggling to fill jobs with skilled workers;

**WHEREAS**, over the next ten years, the State of Indiana anticipates the need to find one million new skilled workers to replace the 700,000 baby boomers who will retire, coupled with the 300,000 new jobs that Indiana expects to create through economic growth;

**WHEREAS**, our State must develop a 21<sup>st</sup> Century skilled and ready workforce so that Indiana can attract and support business and industry with the talent necessary to support the high levels of innovation required to successfully compete in a global tech-based economy, now and in the future;

**WHEREAS**, education and training must be aligned with employer needs in order to position Hoosier workers and Hoosier job creators for success;

**WHEREAS**, efforts to grow 21<sup>st</sup> Century talent are no longer the province of any single agency nor even the State alone, but necessarily involves promoting collaboration across public agencies and with the private sector as well;

**WHEREAS**, the State of Indiana will benefit greatly from the creation of a cabinet-level official dedicated to continuously assessing needs, identifying promising practices, and coordinating future priorities to improve the quality and quantity of Hoosier workers;

**WHEREAS**, our State will also benefit greatly from the creation of a cabinet-level official dedicated to attracting and retaining capable and promising workers, connecting Hoosier workers to employment opportunities, ensuring a skilled and talented workforce, and promoting careers within the State of Indiana; and

**WHEREAS**, it is in the best interests of the State of Indiana to establish the position of "Secretary of Career Coordination and Talent" to prepare and deploy a 21<sup>st</sup> Century skilled and ready workforce within Indiana.

**NOW, THEREFORE, I, Eric J. Holcomb**, by virtue of the authority vested in me as Governor of the State of Indiana, do hereby order that:

1. The position of Secretary of Career Connections and Talent (the "Secretary") is hereby created.
2. The Secretary shall be appointed by, report directly to, and serve at the pleasure of, the Governor.
3. The Secretary shall be the chief executive officer of the State Personnel Department, and will assume oversight of that agency and its Director, and have such powers, duties, and responsibilities as designated by the Governor, from time to time, consistent with the exercise of executive authority under the Constitution and laws of the State of Indiana.
4. The Secretary, shall, among other things, undertake the following:

- a. oversee and coordinate the State's efforts to identify and meet employment needs of all Hoosiers and serve as the State's chief talent and recruiting official;
- b. coordinate with other state agencies involved in employment placements and understand all state training and employment programs that reach Hoosiers;
- c. collaborate with business, industry, trade groups, and public officials to determine current and future employment needs;
- d. work with colleges and universities in order to connect Hoosier college graduates with Indiana employment opportunities;
- e. work with certificate and non-certificate providers to provide graduates with Indiana employment opportunities;
- f. assist under-employed Hoosiers with connections to other training and employment opportunities;
- g. coordinate with the Indiana Department of Education to connect career and technical education with Hoosier employers;
- h. recruit talent outside of our State to fill employment gaps, if required;
- i. identify barriers and disincentives to employment and career advancement, and develop ways to remove those obstacles;
- j. identify multiple pathways, including traditional college, trade schools and apprenticeships, for the Hoosier worker; and
- k. develop recommendations regarding the enhancement of employment opportunities for all Hoosiers.

8. All state agencies and instrumentalities are directed to cooperate with, and provide assistance to, the Secretary in implementing this Executive Order, to the fullest extent permitted by law.

**IN TESTIMONY WHEREOF, I,** Eric J. Holcomb, have hereunto set my hand and caused to be affixed the Great Seal of the State of Indiana on this 27<sup>th</sup> day of July, 2017.

Eric J. Holcomb  
Governor of Indiana

SEAL

ATTEST: Connie Lawson  
Secretary of State

*Posted: 08/02/2017 by Legislative Services Agency*  
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